

SPACEMAKER

McClellan Air Force Base, Calif.

Sept. 30, 1999 Vol. 40, No. 40

AT A GLANCE

VSIP - caution

Those who plan to take the Voluntary Separation Incentive and are interested in working for the Census Bureau, be aware. The bureau indicated they received a waiver to allow McClellan employees to work for their agency and not have to pay back the incentive bonus. This may be so, but no documentation to support this waiver has reached the McClellan Civilian Personnel Office. You are cautioned not to sign anything that will commit you until you have a copy of the waiver in your hand.

Military widows meet Saturday

The Society of Military Widows, Sacramento Chapter 5, membership and business meeting will be held Saturday at 1 p.m. in the Chapel Annex. For more information, call Edna Brown at 422-0891.

Officers' spouses social Oct. 12

The October get-together for officers' spouses, active duty and retired, will meet Oct. 12, 7 p.m. at Leatherby's Family Creamery, 7910 Antelope Rd. Kids are welcome. Please RSVP with Krista Koch at 334-8849 or Laura Dalfonso at 348-8543 by Oct. 9. For more information, call Pam Wiedemer at 923-3807 or Kathy Summers at 648-1920.

Change to TDY orders, DD1610

Effective Friday there will be a new reverse side to the DD1610, temporary duty orders and a complete change to the front and back of the blanket TDY orders. A hard copy is available at the Financial Services Office, Administrative Orders desk in Bldg. 269 B.

Entertainment books available

The United States Coast Guard is sponsoring the sale of Entertainment Books for \$40 as a fundraiser. The money provides funds for a variety of morale activities. To obtain a book, call Kathleen King at 643-2081, Ext. 304.

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U.S. Air Force photo by Freya Murphy

Sierra Inn closes today

Sierra Inn closes its door for the final time today with a farewell meal. Although the Inn will no longer be an option for dining on base the 77th Services Squadron has provided other alternatives. Three base restaurants, Bldgs. 22, 280 and 600; the bowling center, Lawrence Links Golf Course, Club McClellan and Flashback Sports Bar. Meals on Wheels will service the dormitory area on Saturday and Sunday from 8 - 11 a.m. For more information on dining facilities, call 643-4822.

Security forces continue to support peacekeeping mission

By Jennifer Vargas
Staff Writer

Though the operations tempo is winding down around McClellan, the 77th Security Forces Squadron continues to move full speed ahead while supporting the military's ongoing peacekeeping operation in Southwest Asia.

Every 120 days, 13 security force members here rotate to the desert, putting their skills and knowledge to the test.

"These rotations have been a great opportunity for our folks to put their training into action," said Tech. Sgt. Dan Spinas, deployed troop commander who returned from a rotation last month.

The security forces, while deployed to either Prince Sultan Air Base or Eskan Village, are assigned to one of several jobs; guarding the perimeter of the base while in towers protected by bullet proof windows; gate patrol, which many include the inspection of more than 1,000 vehicles daily; fire teams, where the member is one of four heavily armed security patrol members carrying either a M-203 grenade launcher, an M-60 machine gun or an M-16 assault rifle.

Finally, according to Spinas, there is the Romeo Unit with team members who swap jobs to give folks a break during their 13 to 14 hour-a-day shifts.

"The other people stationed there have com-

mented on how well-prepared our troops are," said Spinas. "They're very impressed with how up-to-date all our training is - because of that, we meet the qualifications to work anywhere in the world where we're needed."

Even with a continuous, stressful workload, Spinas does admit that being away from family and friends is most taxing, not to mention the summer months, which can reach temperatures of 130 degrees.

"The deployment can be tough at times, but it's a great opportunity to work on yourself from the inside out - swimming, studying, going to the gym ..."

As a matter of fact, several of the deployed members took full advantage of any "free" time they had and worked towards the completion of their career development course volumes.

Staff Sgt. Scott Henshaw, 77th SFS, created an experimental training package to help guide six McClellan security policemen towards successful completion of their end of course exams while deployed.

"Nobody was sure if the program would work, but we figured, 'what have we got to lose?'" explained Spinas.

As it turned out, they lost nothing. All the airmen passed their EOC exams, with two scoring above 90 percent.

McClellan's security force members, according to Spinas, are expected to participate in two more rotations before operations here come to an end.

‘101 Critical Days’ safety campaign ends with no command fatalities

By General George T. Babbitt
Commander, Air Force Materiel Command

Labor Day marked the conclusion of the 1999 “101 Critical Days” campaign. During this year’s campaign there were 18 Air Force fatalities — the lowest on record, but still far too many. Air Force Materiel Command did not experience any fatalities, and I commend the men and women throughout the command for this significant achievement.

The “101 Critical Days” campaign focused on activities that traditionally have claimed lives dur-

ing the summer months. Despite additional emphasis on risk management at all echelons, the Air Force still lost 15 irreplaceable people to off-duty mishaps this summer. In spite of these tragic losses the Air Force is making progress; the number of alcohol related deaths decreased 33 percent.

On-duty mishaps claimed the lives of three Air Force personnel. It is essential for commanders and supervisors at all levels to remain involved in Operational Risk Management for on-the-job activities, while continuing to emphasize each individual’s responsibility for his or her off-duty

activities. Each one of us must accept responsibility and accountability for our actions and be committed to safe conduct both on and off the job.

The “101 Critical Days” are behind us this year; however, the challenge to make safety a part of all on- and off-duty activities remains.

The time between Thanksgiving and the start of the New Year is always challenging for our command and the Air Force. Be cautious in your holiday planning, be responsible when using alcohol, and keep safety foremost in your mind as we enter the new millennium.

Action Line

643-3344, 77abw.actionline@mcclellan.af.mil

UPDATING ID CARDS

Q I’m a widow and I have some concerns on the procedure for updating dependent identification cards. I was told I had to drive to Travis Air Force Base or Marysville to update my card. I’m afraid of driving long distances. Is there a way McClellan Air Force Base can better serve their customers on this matter.

A This question touches on an issue of real concern as McClellan progresses toward closure. While the Main Exchange and Commissary will remain open to serve the retired members of this community, some members are facing the possibility of driving to Travis Air Force Base or Marysville every four years to obtain a new identification card to use these facilities.

For retired members unable to make the drive, there will be an alternative. ID cards can be obtained through mail by calling the Travis Air Force Base Military Personnel Flight and obtaining specific instructions from the Customer Service Element.

A note from a licensed physician confirming disability or inability to drive long distances will be required. This will be an alternative way for us to better serve the members of our military family left behind when McClellan closes its gates.



Col. Charlie Cotter
77th Air Base Wing commander

Hi. I’m Col. Charlie Cotter and I am thrilled to have the honor of commanding the 77th ABW. I value the opportunity to serve you, members of the McClellan community. The Action Line is your direct link to focus my attention on something you feel I should know. It may be used to highlight an area where you have received exceptional service. The Action Line is also your means to tell me about a challenge or issue that you have not been able to resolve. Certainly, it is

best to first try to resolve the issue with the responsible agency, since ultimately that is where the issue will get fixed. Another means to address a problem is through your chain of command. But, if neither of these approaches resolves the issue to your satisfaction, let me know in your Action Line call what the challenge is and how you think it could be resolved to your satisfaction. I look forward to serving all members of the McClellan community.

Action Line

643-3344
Action Line
77 ABW/CC
5241 Arnold Ave.
McClellan AFB, CA
95652-1086

77abw.actionline@mcclellan.af.mil

Base Phone Numbers

AAFES.....	920-0537
Civilian Pay.....	643-6727
Civil Engineering.....	643-5624
Civilian Personnel.....	643-5838
Commissary.....	643-4954
Base Police.....	643-6161
Dining Hall.....	643-5092
Family Support.....	643-1106
Focus Center #1.....	643-5661
Fraud, Waste & Abuse.....	643-6000
Housing.....	643-6221
Legal.....	643-3150
Lodging.....	643-6223
Medical Appointments.....	643-8400
After Hours.....	643-7212
TRICARE Service Center.(800) 242-6788	
Military Pay.....	643-6965
Military Personnel.....	643-1094
Public Affairs.....	643-6127
Retiree Activities.....	643-2207
Security Forces.....	643-6160
Services.....	643-6660
Military Equal Opportunity.....	643-3322
Base Fuel.....	643-5213
Uniform Questions.....	643-4051



Air Force Vision

"Air Force people building the world's most respected air and space force ... global power and reach for America"

Air Force Materiel Command Vision

"Quality Systems for America's Air Force"

Sacramento Air Logistics Center Vision

"Completing the mission of McClellan AFB with professionalism and honor"

SPACEMAKER

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SPACEMAKER

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Sexual harassment won't be tolerated



FYIG

From Your Inspector General

Col. Michael F. Turner
Inspector General

Department of Defense figures show that 5 percent of active duty females have been sexually assaulted while in the military. A recent survey indicated 55 percent of women and 14 percent of active-duty men reported uninvited or unwanted sexual attention.

Sexual harassment is a form of sexual misconduct that can interfere with the professional environment and working climate we all deserve.

The center commander's policy letter on the subject emphasizes that sexual harassment is an insidious form of sex discrimination that will not be tolerated at McClellan Air Force Base.

The formal definition of sexual harassment is unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature. It is especially job-related when it affects a person's job, pay or career. A majority of men and women consider the following uninformed behaviors as sexual harassment:

Pressure for sexual favors

Pressure for dates

Deliberate touching or cornering

Suggestive calls, letters or materials

In some instances, suggestive looks or gestures as well as sexual teasing, jokes and remarks may

be considered as sexual harassment. One who makes deliberate or repeated unwelcome verbal or written sexual comments, including e-mail, may be guilty of sexual harassment. This is especially so when it creates an intimidating, hostile or offensive environment at work.

To deter Air Force members and employees from this type of behavior, the Air Force educates employees, provides a responsive complaints process, and ensures quick management action, including punishing offenders. For military members, the Military Equal Opportunity Office acts as focal point for processing military sexual harassment or discrimination complaints.

The Civilian Equal Employment Opportunity Office does the same for civilians. If you or a co-worker feels discriminated against or sexually harassed, take action by reporting it to your chain of command or to EEO or ABW/ME.

In one government agency, sexual misconduct and harassment in the same office went unchecked for three years before someone finally reported it! Do not assume it is normal to work in an atmosphere of harassment, prejudice and crudeness. Reporting problems early on can stop them from festering and evolving into serious situations that get people fired and lots of feelings hurt.

It is very difficult to investigate a case if everyone involved has moved or retired. You actually do the involved parties a favor when you report problems in the early stages or communicate that their behaviors are offensive before they get out of control.

The inspector general is the principal agency for receiving and investigating complaints about an installation's work environment and leadership

issues. Our office tracks sexual harassment and other factors that may affect base morale. We also investigate allegations that equal opportunity training policies may have been violated or reprisals have occurred.

McClellan has an excellent track record in preventing and promptly correcting sexual harassment. With thousands of employees, you can count the number of cases during the past year on one hand.

I commend the many professionals at the base who continue to show respect for one another and foster effective communications. Showing sensitivity for the feelings of others pays off in preventing allegations of mistreatment. Talking to each other about differences in background or attitudes can go a long way in preventing misunderstandings.

Sexual harassment has major implications for the morale and well-being of an organization and even the entire base. As noted in an article in the July 1999 issue of *Government Executive* about a major case involving the Veterans Administration, a single aggravated case can bring on the congressional spotlight, a public relations nightmare and be a serious blow to employee morale.

Any type of harassment or mistreatment takes individuals away from focusing on the primary mission. All of us experience disagreements, misunderstandings, or adversity in our jobs from time to time. However, understanding the types of behaviors that are or are not acceptable at work can minimize the more serious disruptions. The Air Force is dead serious about sexual harassment; it will not be practiced, condoned or tolerated.

Information superiority - an AF core competency

By Col. Richard G. Annas

National Air Intelligence Center
Commander Wright-Patterson Air
Force Base, Ohio

Sun Tzu taught that a truly effective military is not one that wins a hundred victories in a hundred battles, but the one that subdues the enemy without fighting. The military that maintains the best ability to gather and use information on its adversaries holds a distinct advantage over any foe, whether the conflict leads to bloodshed or not.

What we refer to today as "information operations" proved critical to the outcome of battles since the beginning of time. It is even more critical in the information age.

Effectively knowing what force lurked on the other side of the hill, or which force held a technological advantage has always been beneficial, even critical to winning a battle or a war.

Because the airplane allowed military forces to take particularly "high ground" from which to gain information about the enemy, battles over information erupted in the skies over Europe in World War I. Since that time air power and information have been inseparably linked.

In today's information-intensive world the U.S. Air Force must take actions to effect an adversary's information systems while defending its own information and information systems. The ultimate goal of information operations is to gain "information superiority."

According to Air Force Doctrine Document 2-5 this simply means the capability to collect, process and disseminate an uninterrupted flow of information while exploiting or denying an adversary's ability to do the same. The importance the Air Force places upon this concept is manifest in the fact that it is one of our core competencies - one upon which all the other core competencies rely.

Department of Defense Document 3600.1 details the information operations responsibilities of all DOD and intelligence community organizations. The means by which these entities carry out these types of operations are not limited to data and system manipulation of computers.

They include psychological operations, deception tactics and command and control warfare as well. Our forces gain and exploit "information in warfare," such as an enemy's deception tactics. We also attack a foe's information data

and systems while defending our own systems against attack. This complex mission requires many players with expertise in countless disciplines.

One of the keys to dominating the battle space of the future through information operations is by first accepting it as another warfare medium and integrating it into the planning and execution of all future campaigns. We must accept it as an essential part of warfare and prepare ourselves in every way to fight in that realm. Detailed intelligence production serves to characterize the threats to information systems and points out the information targets of the future.

Air Force restructuring in recent years provided for a single point of contact for intelligence, surveillance, reconnaissance, and information operations. AF/XOI is responsible for organizing and planning the information operations mission, while the Air Intelligence Agency ensures its proper execution.

Part of this challenge is fostering a new culture within the service and within the intelligence community that remains in tune with the vast potential for information operations. Besides attacking an enemy's information and de-

fending our own, the nation's intelligence resources gain information on foreign systems, then exploit that information for the benefit of our forces. Traditional intelligence works hand-in-hand with information operations.

At the National Air Intelligence Center we have an information operations division. The division produces a wide range of all-source intelligence products that assist our military and intelligence community customers in carrying out the information operations mission. Our contribution focuses on the exploitation of information gained through intelligence collection.

The battles over information will be fought literally at the speed of light and will cover territory that knows few distinct boundaries. Those fielding information-dependent weapon systems will discover that unless normal day-to-day information is protected, it becomes a target.

Destruction or disruption of such a target could cripple an aircraft, a whole squadron, or even a whole wing. As we expand our understanding of how to attack an enemy's information and defend our own, we will truly enhance our capability to operate in the 21st century.

Toyland is open



U.S. Air Force photo by Robin Jackson

Toys galore

McClellan's Toyland opened its doors Sept. 18. Toyland is located in Bldg. 1440 on Dudley Boulevard across the street from the Talbot Gym. Toyland is open Monday through Saturday, 9 a.m. to 8 p.m. and Sunday 10 a.m. to 6 p.m. Toyland is stocked with a wide variety of toys for children of all ages and receives three or four deliveries a week. For more information, call Toyland at 643-0247.

Quicker promotions equal more money for AF enlisted

WASHINGTON (AFPN) — A change in the enlisted force structure is putting more money in the pockets of the Air Force's top five enlisted grades sooner, according to personnel officials.

Increasing the percentage of active-duty enlisted in the top five grades will increase promotion opportunities at the same time it reduces sew-on times.

"This translates into bigger and faster raises," said Maj. Gen. Susan L. Pamerleau, director, personnel force management, deputy chief of staff, personnel, Air Force headquarters.

By 2003, the number of active-duty enlisted in the top five grades will rise from 48.5 percent to 56 percent. Pamerleau said the increase is necessary because of a growing need for a more senior and experienced noncommissioned officer corps.

"We've come to this realization as we stabilize with a smaller team, transition to an expeditionary aerospace force, and increase our competitive source and privatization efforts," she said. In regard to timing and opportunity, the general called

promotion planning the key element in the Total Objective Plan for Career Airmen Personnel, which carries out the service's enlisted force management dictates.

Working toward such a force mix, personnel officials have laid the foundation to increase the percentages in the top five enlisted grades.

During the drawdown, the Air Force used TOPCAP's minimum promotion rates to avoid overproducing NCOs.

Today's more stable end strengths, combined with a richer top five-grade mix, allows the service to raise enlisted promotion opportunities. Pamerleau said the Air Force's enlisted force management objectives are clear:

- Meet commanders' needs with the appropriate balance of experience and skill;

- Provide reasonable career progression opportunity; and

- Maintain a self-sustaining, vigorous force with a stable, career force; To achieve these goals, Air Force personnel officials are taking a three-pronged approach.

"First, we have dramatically increased promotion opportunities,"

Pamerleau said.

For example, in 1995, the promotion rate for staff sergeant promotions was 16.6 percent of eligibles; for the 1999 promotion cycle, it was 36.3 percent — the highest ever seen under the Weighted Airman Promotion System.

Second, personnel officials have changed the TOPCAP enlisted force structure from no more than 48.5 percent of active-duty enlisted in the top five grades to 52 percent in fiscal 2000 and increasing to 56 percent by fiscal 2003.

"These combined actions will result in our third prong, reducing the sew-on time for staff sergeants from 7.6 years in 1995 to 6.8 years this year, and moving down to 6.1 years by 2003," she said. This means the average airman will sew on E-5 18 months sooner than he or she previously would have.

"That's 18 months of additional promotion pay than before," Pamerleau said.

Similarly, for technical sergeant, the promotion rate was 11.2 percent in 1995; currently it is 24 percent; with sew-on time projected to decrease from 14.1 years last year to

12.8 years by 2003. Based on Air Force needs and the increase of the top five grades to 52 percent, promotion rates are projected to increase again in fiscal 2000, the general said.

Pamerleau believes this more robust top five structure does a lot for the Air Force and its enlisted corps. It provides commanders the resources necessary to operate in tomorrow's EAF environment and it is good news for enlisted members.

"It means we're able to increase promotion opportunity and accelerate our average sew on time ... especially for promotion to staff and technical sergeant," she said. "This is critical, as we've historically lagged behind our sister services' promotion sew-on times."

"Increasing our top-five grade structure will improve Air Force mission effectiveness," Pamerleau said. "It will provide us with the flexibility to manage our promotion plans, sustain appropriate promotion opportunity, and place them more in line with our TOPCAP objectives and other services' averages."

"Increasing promotion rates is the right thing for our people and the Air Force," the general said.

Pay table reform restores balance for promotion vs. longevity

WASHINGTON (AFPN) — If signed by the president, the first significant change to the Department of Defense pay table since 1949 will reward promotion over longevity and put more dollars into the pockets of the majority of Air Force members, according to service officials.

The reform, which is included in the fiscal 2000 National Defense Authorization Act currently being considered by the Senate, stems from a fundamental review of the overall military compensation system by the 7th and 8th Quadrennial Reviews of Military Compensation.

The QRMCS addressed whether the current pay table provided an adequate framework to attract and retain high quality men and women through the 1990s and beyond.

Based on this review, the proposed July 1 pay table reform was primarily recommended to:

- Make pay increases for promotions more meaningful, successively more valuable and greater than corresponding longevity increases.

- Provide uniform and consistent longevity raises.

Consequently, pay table reform targets specific pay grades with varying percentage pay increases to overcome the gap between promotion and longevity. This increase is in addition to the proposed 4.8 percent across-the-board pay raise all military members receive Jan. 1.

To fully appreciate the value of pay table reform, Air Force Chief of Staff Gen. Michael E. Ryan said, "you have to look at it for what it is — a one-time modification to the pay table."

He emphasized a key consideration was to ensure no one, in any branch of service, lost money because of the reform. Ultimately, more than three-quarters of the enlisted force and half of

the officer corps will see some level of pay increase under the reform.

"If you compare the number of Air Force members assigned to each grade and by years of service," Ryan said, "the combined 4.8 percent pay raise and pay table reform generate an average pay increase of 6.21 percent for enlisted members and 6.17 percent for officers."

He said for those who may not see a big increase July 1, the true benefits of pay table reform lie in the increased earnings over the span of their career as they get promoted and continue even into retirement; "benefits," he said, "that will ultimately add up to thousands of additional dollars."

The reform targets mid-level officers and non-commissioned officers across the Department of Defense. However, some Air Force NCOs will not see the maximum pay boost the reform offers because of differing enlisted promotion rates among the services.

Ryan attributes this to differences in missions, force structure and technical requirements, all which, he said, help drive promotion rates.

"The Air Force promotes later to the top-five enlisted grades than our sister services do," he said. "Therefore, when you have a pay table that favors promotion over longevity there are going to be instances where Air Force NCOs will not immediately reap the maximum benefit of the DOD pay table reform."

"The key," he said, "is looking at the cumulative effect of increased earnings throughout a career instead of focusing in on a current pay cell."

Additionally, he pointed to continuing efforts to decrease sew-on times and increase promotion opportunities within the Air Force.

For example, in 1999 the average sew-on time for staff sergeant decreased by six months and opportunities for promotion increased to more than 36 percent.

"These faster promotions will be rewarded under the new pay table, ultimately resulting in increased career earnings," Ryan said.

"By itself, pay table reform rewards promotion and increases lifetime earnings," said Ryan. "Together with the proposed 4.8 percent pay raise and repeal of the REDUX retirement, it represents the most comprehensive package of compensation and pay benefits for service members in many, many years. Our airmen of all ranks have earned and deserve it."

NEWSBRIEFS

Fire Prevention Week

Come join McClellan Fire Department in recognition of National Fire Prevention Week, Monday through Oct. 8.

Sparky the Fire Dog and Smokey the Bear as well as the fire equipment, big and small, will be at several locations around base during the week.

The schedule of activities are:

Monday

Sparky and Smokey, along with Engine Quarter, the smallest fire engine, will visit the Child Development Center from 9 - 10:30 a.m. and Bldg. 21 at 1:30 p.m.

Tuesday

Meet Sparky the Fire Dog and Smokey the Bear at the main exchange from 9:30 - 11:30 a.m. and 1:30 - 3:30 p.m. Also see the fire department equipment and meet the firefighters.

Wednesday

Sparky and Smokey in the littlest fire engine will visit Bldg. 1 from 9:30 - 10:30 a.m. and Bldg. 922 from 1:30 - 2:30 p.m.

Thursday

McClellan Fire Department will visit Bldg. 200 at 9:30 a.m. with Sparky the Fire Dog.

Aviation Museum Foundation sponsors jewelry sale

The McClellan Aviation Museum Foundation is proud to sponsor this year's sale of precious and semi-precious jewelry, gold, silver, bronze and brassware being presented by the world renowned James Quality Jewelers of Bangkok, Thailand. The sale will take place at Club McClellan, Oct. 6, 11 a.m. to 7 p.m. in the main lobby of the club.

This sale has, for the past several years, been sponsored by the McClellan Air Force Base Officer's Wives Club. The OWC has formally disbanded and asked the Museum Foundation if it would be willing to help conduct this year's sale.

"This is a wonderful opportunity to make early Christmas present purchases for those really important people on your 1999 Christmas list. The quality of the merchandise is superb. The selection is excellent, the prices are very fair and you can find a really wonderful, high quality Christmas gift for that special someone, said Tony Gabbard! What a great way to get the worry of finding an outstanding gift out of the way and doing it without that terrible last minute stress."

For additional information, call Tony Gabbard at 643-3192.

Gas mask being tested for proper fit

TRAVIS AIR FORCE BASE, Calif. (AFPN) — Air Mobility Command is testing more than 45,000 nuclear, biological and chemical protective masks to see if they fit properly.

The Department of Defense-directed test, known as the quantitative fit test, is aimed at people assigned to mobility positions and must be completed by Dec. 31. In addition to testing people identified to deploy, those people who are subject to deploy will be fit-tested by June 30. The QNFT standards are based on an Air Force study done by Pacific Air Forces in 1998.

The MCU-2A/P facemask is the Air Force's primary eye and respiratory protection device. It features a large single viewing lens, drinking tube, voice transmitter and a single screw-on/off canister filter.

The program is designed to determine how well the mask fits the wearer and to properly train the individual in the wear of the mask. The test takes about 15 minutes. It involves donning the mask and performing simple tasks like head movements and talking.

The main testing device, called the M-41, connects through the drinking tube of the mask to take air samples from inside the mask as the person performs specific tasks. A non-harmful air contaminant, such as smoke from burning wax, is released into the air. The M-41 measures the air particles in the mask and compares it against the air particles outside of the mask.

QNFT is a critical part of the overall force protection and is a joint venture between Air Force bioenvironmental engineering and civil engineer readiness flights, said Col. David Potts, AMC bioenvironmental engineer.

"The purpose of the QNFT program is to en-

hance the NBC weapon defense protection through properly fitting the mask to endure maximum protection," Potts said. "It also helps increase users' confidence in their NBC mask."

In the past, the Air Force used subjective methods to determine if the gas masks fit. "QNFT does not rely on an individual's smell and taste to see if the mask is working properly," Potts said. "The difference between the two testing methods is a quantum leap forward — from subjective to objective assessment."

The test measures the concentration of non-harmful contaminants in the atmosphere and inside the mask to calculate a fit-factor. The higher the fit-factor the better, Potts said.

Gen. Charles T. "Tony" Robertson Jr., AMC commander, said recent international events have illustrated many nations possess and have the will to use nuclear, biological and chemical weapons.

"Just as anthrax immunizations may be compared to a 'knight's body armor,' the mask can also be classified as body armor," Robertson said. "A potential 20 percent increase in wing survivability is the expected return on investment of QNFT."

If the individual does not achieve an acceptable fit-factor, then adjustments can be made on the spot to correct the fit. This might require the use of a skullcap or selecting a larger or smaller mask, or switching to a different type of mask.

"The Air Force will exhaust all feasible options to attain the highest fit-factor possible for personnel assigned to or who may deploy to medium- or high-threat areas," Potts said. "The QNFT will be one of the factors for commanders to consider when assigning people to mobility positions." (Courtesy of AMC News Service)

Retirement with a Hawaiian theme



U.S. Air Force photos by Robin Jackson
The first stop for the new retirees was a room decorated in Hawaiian tradition, with palm trees, pineapples, balloons and streamers.



Julie Chaudoin, employee relations specialist, directs the new retirees to the front of the line.

The end of September marks the largest exodus of personnel from McClellan thus far in its march toward closure. Specifically, 538 people are retiring and 150 are being involuntarily separated. The civilian personnel office wanted to make the retirement of more than 500 McClellan employees a celebration. With that thought in mind, personnel dressed in Hawaiian motif and handed out a lei to each individual retiring Wednesday morning. It made the occasion more festive and memorable. Through many new and innovative employment programs the number of employees being involuntarily separated was drastically reduced. Employees scheduled to be separated are eligible for retraining and other reemployment support services funded by the Job Training and Partnership Act. Permanent McClellan employees are also encouraged to sign up for the Priority Placement Program.



Each employee retiring was presented with a lei and a hug from Sally Tuggle, civilian personnel receptionist.

Closure Corner

FACILITIES VACATE PROCESS INFORMATION:
Walk-through brief
First Tuesday every month,
2:30 p.m., Bldg. 200, Room 129,
FM Conference Room
Project officer
Jan Miller, CLC, 643-3286, Ext. 234
General Information
Walk-through POCs meet at Bldg. 35 at
9:30 a.m. Facilities vacate checklist

Today
Bldg. 258 - LIMH
Bldg. 251 - Machine Shop
Bldg. 242 - W & S Mezzanine
Bldg. 243 B - Mezzanine Directorate
Bldg. 243 C - Mezzanine Admin
Oct. 15
Bldg. 684 B - SC
Bldg. 684 - SVS
Nov. 15
Bldg. 353 - Snack Bar
Bldg. 704 - Honor Guard
Bldg. 783 A - Snack Bar
March 30
Bldg. 251 2 - LAR



FOCUS Center Jobs

This section contains some of the job announcements available at the McClellan FOCUS Centers. For additional information, contact one of the FOCUS Centers: #1, 643-5661 or #3, 643-6808. FOCUS #1 is open until 7 p.m Thursdays.

Federal
Position: Budget Technician GS-561-05/07
Annc#: BIA-SA-99-56
Close: 10/15/1999
Location: Sacramento, CA
Agency: Interior, Bureau Of Indian Affairs
POC: Inga Hall 978-5471
Remarks: Copies of the vacancy announcement are available in the FOCUS Centers. Review the announcement and contact the agency for KSA's and/or additional information.

Position: Program Support Clerk (OA) GS-303-05/05
Annc#: 99-112DD
Close: 10/13/1999
Location: Sacramento, CA
Agency: VA, Veterans Health Administration
POC: Barbara Nelson 372-2699
Remarks: Copies of the vacancy announcement are available in the FOCUS Centers. Review the announcement and contact the agency for KSA's and/or additional information.

Position: Property and Records Management Specialist GS-301-07/11

Annc#: BIA-SA-99
Close: 10/12/1999
Location: Sacramento, CA
Agency: Interior, Bureau Of Indian Affairs
POC: Inga Hall 978-5471
Remarks: Copies of the vacancy announcement are available in the FOCUS Centers. Review the announcement and contact the agency for KSA's and/or additional information.

Position: Mail and file clerk (OA) GS-305-04/05
Annc#: MP&RP-99-SFR-330
Close: 10/08/1999
Location: San Francisco County, CA
Agency: Justice, Immigration and Naturalization Service
POC: Personnel (415) 844-5110
Remarks: Copies of the vacancy announcement are available in the FOCUS Centers. Review the announcement and contact the agency for KSA's and/or additional information.

Position: Computer Operator
Annc#: 99-55 (PA)
Close: 10/15/1999
Location: San Francisco, CA

Agency: Treasury, Financial Management Service
Remarks: Copies of the vacancy announcement are available in the FOCUS Centers. Review the announcement and contact the agency for KSA's and/or additional information.

Position: Maintenance Mechanic WG-4749-10
Annc#: EAFB 99-091
Close: 10/22/1999
Location: Edwards AFB, CA
POC: Customer Service (661) 277-3840
Agency: AF Materiel Command
Remarks: Copies of the vacancy announcement are available in the FOCUS Centers. Review the announcement and contact the agency for KSA's and/or additional information.

Non-federal
Position: Consumer Assistance Technician
Salary: \$2150.-2613mo.
Close: 10/15/1999
Location: Sacramento, CA
Agency: CA Department Of Corporations
POC: 445-6351

Remarks: Copies of the vacancy announcement are available in the FOCUS Centers. Review the announcement and contact the agency for KSA's and/or additional information.

Position: Equipment Service Worker
Salary: \$1,841-2,238 mo.
Close: 10/08/1999
Location: Nevada County
Agency: County Of Nevada
POC: Job line: (530) 265-1225
Remarks: Copies of the vacancy announcement are available in the FOCUS Centers. Review the announcement and contact the agency for KSA's and/or additional information.

Position: Account Clerk
Salary: \$2,108-2,530. Mo.
Close: 10/08/1999
Location: Citrus Heights, CA
Agency: City of Citrus Heights
POC: 263-3614, Option 6
Remarks: Copies of the vacancy announcement are available in the FOCUS Centers. Review the announcement and contact the agency for KSA's and/or additional information.



Movies

Movies start at 7 p.m. , unless otherwise noted, in Bldg. 1417. Movies are subject to change.

Thomas Crown Affair - Friday
Starring: Pierce Brosnan, Rene Russo and Denis Leary

Thomas Crown is a self-made billionaire who can buy anything he wants and is irresistible to women. But there are some things that money can't buy. (Rated R).

Runaway Bride - Saturday
Starring: Julia Roberts, Richard Gere and Joan Cusack

Ike Graham is a New York newspaper columnist with a problem - his deadline is an hour away, his ex-wife is his boss and his writer's block is working overtime. Retreating to his favorite watering hole to "brainstorm," Ike hears about a young woman in rural Maryland named Maggie who, apparently, loves being engaged, but who has very cold feet about getting married. (Rated PG.)

Brokendown Palace - Sunday
Starring: Claire Danes, Kate Beckinsale and Bill Pullman.

It promises to be a liberating adventure for Alice, a wild, living-on-the-edge teenager. To celebrate her high school graduation, she and her best friend Darlene have decided to treat themselves to a trip to exotic Bangkok ('Las Vegas without parents and laws,' Alice enthuses to the more cautious Darlene). Under the magical and golden Thailand sun, Alice and Darlene have the time of their lives. But things begin to change after they meet a handsome Australian, Nick Parks. Both girls are smitten with Nick, who eventually asks Darlene to spend the night with him 'much to the surprise of the more outgoing Alice, who must fight growing feelings of resentment and anger about her friend's romantic conquest. (Rated PG-13)

Youth Center

■ **Today:** Open recreation, 2-7 p.m.; open gym, 2-3 p.m. and 4:15-7 p.m.; snack bar, 2-6 p.m.; advanced gymnastics, 3:15-4:15 p.m.; Moms, Pops, Tots play group, 10-11 a.m.; Tae Bo Aerobics, 7-8 p.m., 11 and older.
■ **Friday:** Open recreation, gym, snack bar, 2-6 p.m.; Skate Night, 6:30-8:30 p.m.; ages 5-8, \$2 members; \$4 nonmembers.
■ **Saturday:** Open recreation, snack bar and gym, noon - 5 p.m.
■ **Sunday:** Closed
■ **Monday:** Open gym and recreation, 2-7 p.m.; snack bar, 2-6 p.m.
■ **Tuesday:** Open recreation, 2-7 p.m.; open gym, 4:15 - 7 p.m.; snack bar, 2-6 p.m.; beginning gymnastics, 3:15-4:15 p.m.
■ **Wednesday:** Open recreation, open gym, 2-7 p.m.; open snack bar, 2-6 p.m.

Cigarettes, caffeine and sugar ... They increase your stress

Cigarettes, caffeine and sugar all increase your stress levels. Yet these substances are so much a part of our lives, we are often unaware of their effects.

When you learn how each of these substances can affect stress, you may find that it's time to take a healthy step and kick the habit.

Cigarettes Stimulate You

When you smoke, you feel stimulated, as your heart rate, blood pressure and hormone levels increase. Your body needs more of certain vitamins and minerals to cope with this stimulation, which is a form of stress.

Cigarettes are expensive, highly addictive, and cause major and minor illnesses.

The costs of cigarettes (up to \$700 per year, plus extra medical, dental and cleaning costs) can add to your problems.

Trying to quit is difficult for most people. All these factors add up to physical and emotional stress.



Head check

For your mind, body and soul

Capt. Frank D. Weber
Chief, Mental Health Element

Caffeine Speeds You Up

Caffeine is also a physical stressor. It speeds you up for a long as 20 hours. Its effects are different in different people. For example, for some people it causes headaches, and for others, it relieves them.

Caffeine can cause symptoms such as sleeplessness, upset stomach, increased blood pressure, and in women, breast lumps. Many people become "hooked" on caffeine in coffee, chocolate, soft drinks and medicines such as painkillers.

Withdrawal can include severe headaches, nervousness, grouching, and rapid heartbeat.

Sugar Gets You Nowhere

For most people, any kind of sugar

(white, brown, honey or fructose) gives a quick boost of energy, then leaves you with less energy, which can make you feel depressed.

Many sugary foods contain little food value. Yet eating them leaves you less hungry for nutritious food. Then your body lacks important vitamins and minerals. Sugary foods such as deserts, candy and soda pop can contribute to weight control problems.

When you gain weight and don't want to, you can feel depressed, anxious or unhappy, adding to your stress level.

Take a Healthy Step

Cigarettes, caffeine and sugar increase your physical and emotional stress levels. The combination of any two or three of these substances can make you feel unstable.

If you decide to take the healthy step of quitting smoking or reducing your intake of caffeine and sugar, you'll probably discover that you can manage stress more easily and feel better all around.

Does breastfeeding make a difference?

By Jean Pritchard
Family Advocacy Nurse

Have you ever wondered why someone chooses to breastfeed or what the advantages really are?

One of our national health objectives is to increase the rate of breastfeeding initiation and duration.

This is also a goal of Healthy People 2000 and the World Health Organization.

Breastfeeding advocates hope that by educating health care professionals, families and the general public, those rates will increase. Supporting and encouraging these goals, is a framework of impressive research findings on the advantages of breastfeeding for children, mothers, families and society as a whole.

Here are some reasons why breastfeeding makes a difference and some of the ways it is superior to formula.

Human milk cannot be duplicated; it is species-specific.

According to the American Academy of Pediatrics, human milk is the preferred food for almost all newborns.

The AAP also recommends exclusive breastfeeding for the first six months of life and that it be continued for a minimum of 12 months or longer if both mother and child mutually desire to continue.

Human milk is the most complete nutrition possible and provides the

optimal mix of nutrients and antibodies for infants to thrive.

Research has indicated that breastfed children have fewer and less serious illnesses and allergies than those who have not had breast milk.

Breastfeeding also protects children against gastrointestinal infections. There is a reduced risk of Sudden Infant Death Syndrome, less



childhood cancer and diabetes in breastfed children. Research has also shown that children who have been breastfed have higher IQ's and better brain and nervous system development.

Research suggests that breastfeeding helps your child be leaner for life. Breastfeeding also allows for healthy psychological growth of children as it naturally allows a close bonding for mother and child.

The research on women who breastfeed has equally impressive findings.

Mothers who breastfeed are shown to have decreased risk of

breast and ovarian cancer, anemia and osteoporosis.

Furthermore, mothers who breastfeed, exclusively, tend to have delayed fertility and experience more rapid postpartum weight loss. Mothers who breastfeed tend to be more relaxed than their counterparts who bottle feed.

Research suggests that hormones released during breastfeeding may be responsible for this sense of well-being.

Breastfeeding saves money for the family because human milk is free and less work time is lost to care for sick children.

Feeding costs alone are approximately \$1,000 per year for children who are formula-fed.

Even the environment benefits as there is no waste associated with breastfeeding, unlike formula feeding. The community benefits because both mother and child are healthier if the child is breastfed.

This translates to a decrease in financial burden on families, insurance companies and government medical programs because health care costs are lowered.

In light of all the recent research evidence regarding breastfeeding, it is clear that education on the advantages of breastfeeding ought to be part of all parents' decisions on feeding their child.

Does breastfeeding make a difference? The answer is a resounding and justifiable YES!

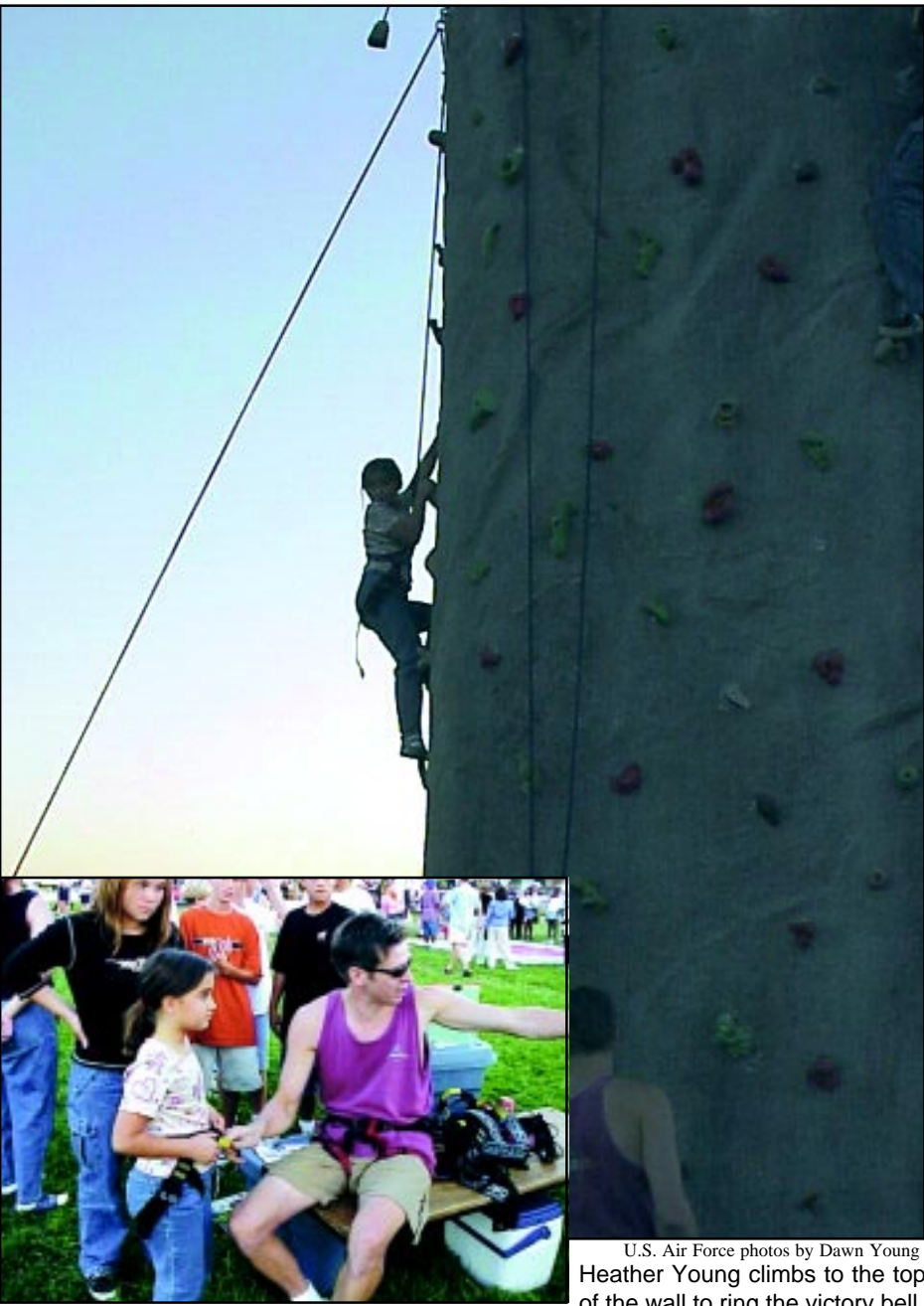
Summer Bash '99



U.S. Air Force photos by Maj. Robert Gonzales
A clown does his tricks for the kids at the Youth Center.



U.S. Air Force photos by Dawn Young
Matt and Josh Young prepare to do battle in the Jousting arena during the Bash, Friday.



U.S. Air Force photos by Dawn Young
Amanda and Heather Young listen to a safety lesson before scaling the wall.



U.S. Air Force photos by Maj. Robert Gonzales
Michael Gonzales enjoys a pony ride at the youth center.



U.S. Air Force photos by Dawn Young
Airman First Class Valerie Gordon prepares to wrestle sumo style during the festivities at the Bash.